

## Thorold Peaking Project – Labour Market Assessment Summary

### Background

As part of project due diligence, Northland Power commissioned a third-party expert familiar with the region (the “Expert”) to perform a labour market assessment to evaluate the availability of skilled trades based on preliminary construction timelines and labour force estimates. The assessment process included contacting Hamilton and Niagara region trade associations and labour organizations while also considering the impact of other existing and proposed projects, nearby and within Ontario.

### Skilled Trades Required (level 1 estimate)

Type	Craft Peak	Labour Pool	Availability Risk
Carpenters	20 workers in Q2 2026	Non-Residential	Low
Millwrights	22 workers in Q2 2026	Industrial	Low
Ironworkers	26 workers in Q3 2026	Industrial	Low
Boilermakers	20 workers in Q2 2026	Industrial	Neutral
Electricians	26 workers in Q3 2026	Non-Residential	Low
Pipefitters	27 workers in Q3 2026	Industrial	Moderate
Labourers	20 workers in Q2 2026	Industrial	Moderate

### Assessment Findings

- The Expert recommends using Industrial, Commercial and Institutional sector (ICI) construction trade unions to complete the project, as applicable.
- Both the Hamilton and Niagara regions have a strong presence of skilled trades due to their industrial and manufacturing sectors, with tradespeople preferring to work local to minimize travel obligations.
- It’s anticipated that the project will not experience any skilled trades challenges, or given the specialized nature of the work, diminish available resources for residential housing and related infrastructure.
- The project can expect a healthy surplus of construction skilled trades workers from the Hamilton-Niagara Peninsula, within estimated project schedules, and mobility of workers from across the Hamilton-Niagara Peninsula should satisfy project demands.
- With labour market conditions continuing to evolve over time, the Expert recommends revisiting this assessment in approximately 12 to 18 months.